

**LEGISLATIVE SERVICES AGENCY  
OFFICE OF FISCAL AND MANAGEMENT ANALYSIS**

301 State House  
(317) 232-9855

**FISCAL IMPACT STATEMENT**

**LS 6095**

**BILL NUMBER:** HB 1969

**DATE PREPARED:** Dec 23, 2000

**BILL AMENDED:**

**SUBJECT:** Cultural Diversity Courses for Teachers.

**FISCAL ANALYST:** David Hoppmann

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**FUNDS AFFECTED:** X GENERAL  
DEDICATED  
FEDERAL

**IMPACT:** State & Local

**Summary of Legislation:** *Cultural Diversity-* This bill defines the term "course on cultural diversity".

*Identification of Courses-* It requires the Professional Standards Board (the Board) to: (1) identify courses at the various teacher training institutions in Indiana that qualify as courses on cultural diversity; and (2) determine on an individual basis whether particular courses taken outside Indiana qualify as courses on cultural diversity.

*Teacher Employment-* It prohibits the governing body of a school corporation from hiring an individual who receives an initial standard or reciprocal teaching license after March 31, 2003, unless the individual provides written evidence that the individual has successfully completed at least one college course on cultural diversity.

*License Renewal-* It requires an individual who renews a standard teaching license after March 31, 2002, to complete at least one college-level course on cultural diversity.

*Waiver-* It provides a one-time, one-year waiver of the requirement for cultural diversity course completion for an individual who would otherwise qualify for a teaching license renewal between March 31, 2002, and April 1, 2007.

**Effective Date:** Upon passage; July 1, 2001.

**Explanation of State Expenditures:** *Identification of Courses-* The Board would experience an increase in administrative time and cost regarding the out-of-state determinations. However, the Board would not experience such an increase regarding the identification of cultural diversity courses for prospective teachers enrolled in teacher training institutions in Indiana.

### Out-of-State Determinations

Under current Indiana law, the Board is not required to compile information regarding cultural diversity requirements for prospective teachers who attended teacher training institutions outside of Indiana. In accordance with this bill, the Board would be required to do so on an individual basis.

The Board reports that it currently receives approximately 1,800 out-of-state applications per year (both from states that have and do not have licensing reciprocity with Indiana). Of the 1,800 applications the Board receives each year, it evaluates only the applications that come from nonreciprocal states (i.e., approximately 500, or 28%). The remaining applications from reciprocal states (1,300, or 72%) are processed without evaluation.

In accordance with the provisions of this bill, the Board would be required to evaluate approximately 1,300 more applications per year (applications from reciprocal states) in addition to the approximately 500 applications the Board already evaluates (applications from nonreciprocal states) for a total of approximately 1,800 out-of-state applications per year.

In order to annually evaluate and process the approximately 1,800 out-of-state applications, the Board reports that it would require a PAT I Educational Consultant (½ FTE) at approximately \$24,000.

It is likely that the Board would need to hire the additional consultant mentioned above during FY 2002 in order to fulfill this provision regarding teachers who attended teacher training institutions outside of Indiana. The consultant would be required to review prospective teachers' transcripts and determine on an individual basis whether particular courses taken outside Indiana would qualify as courses on cultural diversity.

### Funds and Resources

The funds and resources required above could be supplied through a variety of sources, including the following: 1) existing staff and resources not currently being used to capacity; 2) existing staff and resources currently being used in another program; and 3) authorized, but vacant, staff positions, including those positions that would need to be reclassified.

Based on the 07/09/00 State Manning Table, six of the Board's 34 authorized positions are currently vacant. Of the 6 vacancies, one is an Education Consultant position. Assuming that this position remains unfilled until the bill's effective date, it is possible that only one Education Consultant would be needed by the Board (in addition to the already authorized position which is currently vacant). However, the Board reports that it would require two additional consultants in addition to the currently vacant position.

Other sources to fund additional staff could originate from funds that otherwise would be reverted, or from new appropriations. Ultimately, the source of funds and resources required to satisfy the requirements of this bill would depend upon legislative and administrative actions.

### In-State Determinations

Under current Indiana law, the Board is not required to disseminate information regarding cultural diversity requirements to prospective teachers who attend teacher training institutions in Indiana. In accordance with this bill, the Board would be required to identify, publish, and make available to students by May 1 of each year, the postsecondary level courses expected to be offered during the following academic year that qualify

as courses on cultural diversity.

The Board would be required to start the above process for the 2001-2002 academic year and would have until July 1, 2001, to disseminate the required information for the first year of implementation (thereafter, the Board would have until May 1, as stated above, before the start of each academic year).

The Board would likely experience a minimal increase in administrative time and cost which could be absorbed within the Board's existing budget.

*License Renewal-* The Board would likely experience a minimal increase in administrative time and cost regarding this provision of the bill. The Board would be required to determine the eligibility of individuals who hold either a standard or nonlife professional license as of March 31, 2002. The Board would be required to evaluate written evidence by the individual stating that he/she has completed at least one postsecondary level course on cultural sensitivity.

*Waiver-* The Board would likely experience an indeterminable increase in administrative time and cost regarding this provision of the bill. The Board would be required to grant and monitor conditional license renewals from March 31, 2002, to April 1, 2007, for teachers who have not satisfactorily complied with the Board's cultural diversity course standards.

**Explanation of State Revenues:** The possibility exists that the requirement of a cultural diversity course could increase revenues to institutions of higher learning. The specific effects of this bill would vary between institutions and would depend upon how many students opt to take a cultural diversity course in addition to their existing courses, or whether they would drop an elective in order to fulfill the requirements of this bill.

**Explanation of Local Expenditures:** *Teacher Employment-* School corporations could experience fluctuations in their hiring practices of teachers as a result of this bill. The specific effects of this provision would vary by school corporation and would depend upon local action.

School corporations would not be allowed to employ prospective teachers (e.g., teachers who attended teacher training institutions either inside or outside of Indiana) who receive an initial standard or reciprocal license after March 31, 2003, unless the prospective teachers are able to produce written evidence that they have successfully completed at least one postsecondary level course on the topic of cultural diversity.

**Explanation of Local Revenues:**

**State Agencies Affected:** Professional Standards Board, Higher Education Institutions.

**Local Agencies Affected:** School Corporations.

**Information Sources:** Tom Hansen, Professional Standards Board, (317) 232-9018; State Manning Table (07/09/00).